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Resilience, resourcefulness and self-leadership: Evaluation of a self-management program and novel conceptual framework of Vitality Type patterns in behavior and communication

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Background: Dysregulation of emotion is implicated in many mental health disorders including anxiety, depression, substance use cravings and addiction as well as increasingly linked to the epidemic of workplace stress and burnout. Stress and hostile relationships with colleagues can be linked to burnout, however, positive collegial relationships support resilience and prevent burnout. This research evaluated the impact of a novel self-management program on participants' resilience, resourcefulness and self-leadership. Based on a model of proactive (empowering) and reactive (disempowering) patterns in behavior and communication, the program applies Vitality Type Indicators along with principles of positive psychology as a context for self-discovery and awareness of patterns in behavior and communication.

Methods: Phenomenological approach and principles of emergent methods were applied to a series of semi-structured interviews with participants in their work settings.

Results: Enhanced understanding of differences in patterns of interpersonal communication and motivation to proactively self-regulate leading to self-leadership, perceived resilience and resourcefulness. The following themes emerged: A holistic approach to self-development; a relationship between resilience and self-acceptance; significance for leadership development; awareness of self and others; a better understanding of differences; concepts of energy and vitality in the work setting; patterns, framework, and language of the Vitality Types; personal and professional Vitality Type Indicators; Color Matrix Vitality Type Indicator.

Discussion: Indications of shifts in self-perception, negative thinking and emotions suggest the model of Vitality Type patterns could advance analysis and understanding of predispositions in distinct patterns of negative emotionality and stress-related vulnerabilities linked to substance abuse and addiction.